

Management Committee

Meeting date: October 26, 2016

For the Metropolitan Council meeting of November 9, 2016

Subject: Contract Amendment for Assessment, Coaching and 360 Degree Feedback

District(s), Member(s): All

Policy/Legal Reference: Council Policy/Procedure 3-3 Expenditures

Staff Prepared/Presented: Todd Rowley, Assistant HR Director, 651-602-1448, Marcy Syman, HR Director, 651-602-1417

Division/Department: Regional Administration/Human Resources

Proposed Action

That the Metropolitan Council authorizes the Regional Administrator to amend the current contract with Korn Ferry to provide Assessment, Coaching, and 360 Degree Feedback for another year and an additional \$175,000.

Background

The current contract for Assessment, Coaching, and 360 Degree Feedback services expires on December 31, 2016.

In July 2013, the Council entered into a contract with Personal Decisions Incorporated (PDI) as the result of the Request for Proposal (RFP) process. In January 2016, PDI was purchased by Korn Ferry. The original contract was for three years for an amount not to exceed \$561,000.

Rationale

The contract amendment for an additional year will provide the Council continued assessment, coaching, and 360 degree feedback services for another year while we go through the RFP process. It is our intent is that the RFP process will be completed and a vendor selected by the end of 2017.

Thrive Lens Analysis

Authorization to amend the contract with Korn Ferry supports the Thrive principle of Equity by supporting opportunities for recruitment, selection and employee development through leadership assessment and coaching services.

Funding

Annual budgets for assessment, coaching, and 360 degree feedback services are included in the Human Resources budget, as well as the budget for Environmental Services. The additional funds will be split between the two divisions (\$136,500 for Environmental Services and \$38,500 for Regional Administration).

Known Support / Opposition

No known opposition.